UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/48/513
20 October 1993

ORIGINAL: ENGLISH

Forty-eighth session
Agenda item 111

ADVANCEMENT OF WOMEN

Improvement of the status of women in the Secretariat

Report of the Secretary-General

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I. INTRODUCTION

1. In its resolutions 47/93 of 16 December 1992 and 47/226 C of 30 April 1993, the General Assembly reaffirmed the goals set in previous resolutions, namely, resolutions 46/100, 45/125 and 45/239 C on the improvement of the status of women in the Secretariat. In those resolutions the Assembly urged the Secretary-General to continue his efforts to achieve, by 1995, an overall participation rate of 35 per cent women in posts subject to geographical distribution and increase the participation rate of women in posts at the D-1 level and above to 25 per cent by the end of that same year.

2. In resolution 47/93, the Assembly, welcoming the evaluation and analysis of the main obstacles to the improvement of the status of women in the Secretariat, described in the Secretary-General's report (A/47/509), urged the Secretary-General to use the opportunity offered by the United Nations reorganization process to promote more women into senior level positions. The Assembly strongly encouraged Member States to support the efforts of the United Nations to increase the percentage of women in Professional posts and requested the Secretary-General to ensure that a progress report is given to the General Assembly at its forty-eighth session.

3. Section II of the present report describes the current situation and provides statistical data on the status of women in the Secretariat as at 30 June 1993. Section III describes developments that took place during the period from July 1992 to June 1993 which affected the status of women.

II. CURRENT SITUATION

4. The percentage of women in the United Nations Secretariat in posts subject to geographical distribution rose by almost a percentage point, from 30.6 per cent in June 1992 to 31.3 per cent in June 1993. This rise was achieved despite the continuing freeze on regular recruitment during the whole of the reporting period. However, if the overall goal of 35 per cent by 1995 is to be reached, the one per cent growth rate envisaged in the medium-term plan for the period 1992-1997 will have to more than double and the efforts of the Organization be increased.

5. Although overall figures are disappointing, significant progress has been made in increasing the numbers of women in the higher echelons and in the decision-making levels. There are now three women at the Under-Secretary-General level, while at June 1992, there were none. The number of women at the Assistant Secretary-General and D-2 levels remains comparable to last year. However, women at the D-1 level now number 31, an increase from 26 a year ago. There are now 103 women at the P-5 level, up from the 94 a year earlier. Table 1 gives a detailed breakdown of staff in posts subject to geographical distribution for the one-year period ending June 1993. The figures in table 1 although showing improvement, do not take into account the results of the just completed 1992 promotion exercise, which adds significantly to the number of women at the P-3, P-4 and P-5 levels (see table 4). Table 2 provides data and percentage figures of women in posts subject to geographic distribution. The percentages, especially at the decision-making levels and at the P-4 level, show a steady rise and the consequent and welcome decrease at the P-2 and P-3 levels.

Table 1

Number and percentage of women in posts subject to geographical distribution

(as at 30 June 1992 and 30 June 1993)

	30 June 1992				30 June 1993			
Level	Women	Men	Total	Percentage	Women	Men	Total	Percentage
USG	0	19	19	0	3	18	21	14.3
ASG	1	14	15	6.7	1	14	15	6.7
D-2	10	70	80	12.5	9	57	66	13.6
D-1	26	216	242	10.7	31	211	242	12.8
P-5	94	388	482	19.5	103	372	475	21.7
P-4	212	475	687	30.9	203	463	666	30.5
P-3	252	395	647	38.9	239	396	635	37.7
P-2	194	227	421	46.1	209	237	446	46.9
P-1	8	7	15	53.3	6	1	7	60.0
Total	797	1 811	2 608	30.6	804	1 769	2 573	31.3

Table 2

Number and percentage of women in posts subject to geographic distribution a/ as from June 1986 to 30 June 1993

LEVEL		1986	1987	1988	1989	1990	1991	1992	1993
USG	Men	27	24	24	22	24	25	19	18
	Women	0	2	2	2	2	2	0	3
	TOTAL	27	26	26	24	26	27	19	21
	%	0	7.6	7.6	8.3	7.7	7.4	0	14.3
ASG	Men	24	20	18	17	18	18	14	14
	Women	4	2	1	0	0	0	1	1
	TOTAL	28	22	19	17	18	17	15	15
	%	14.2	9.1	5.2	0	0	0	6.7	6.7
D-2	Men	86	81	83	78	71	75	70	57
	Women	2	2	5	7	8	10	10	9
	TOTAL	88	83	88	85	79	85	80	66
	%	2.3	2.4	5.6	8.2	10.1	11.8	12.5	14.3

LEVEL		1986	1987	1988	1989	1990	1991	1992	1993
D-1	Men	211	204	201	220	221	223	216	211
	Women	20	24	19	15	16	20	26	31
	TOTAL	231	228	220	235	237	243	242	242
	%	8.6	10.5	8.6	6.3	6.8	8.2	10.7	12.8
P-5	Men	445	421	416	409	338	387	388	372
	Women	48	54	59	64	73	75	94	103
	TOTAL	493	475	475	473	461	462	482	475
	%	9.7	11.4	12.4	13.5	15.8	16.2	19.5	21.7
P-4	Men	575	522	533	524	493	483	475	463
	Women	157	149	162	170	180	214	212	203
	TOTAL	732	671	695	694	673	697	687	666
	%	21.4	22.2	23.3	24.5	26.7	30.7	30.9	30.5
P-3	Men	474	444	393	389	408	408	395	396
	Women	255	238	251	263	261	248	252	239
	TOTAL	729	687	644	652	669	656	647	635
	%	35.0	34.6	39.0	40.3	39.0	37.8	38.9	37.7
P-2	Men	210	200	180	173	207	214	227	237
	Women	167	165	137	141	175	182	194	209
	TOTAL	377	365	317	314	382	396	421	446
	%	44.3	45.2	43.2	44.9	45.8	46.0	46.1	46.9
P-1	Men	12	12	10	12	6	9	7	1
	Women	23	30	27	17	10	8	8	6
	TOTAL	35	42	37	29	16	17	15	7
	%	65.7	71.4	73.0	41.3	62.5	47.0	53.3	60.0
GRAND TOTAL	Men	2 064	1 928	1 858	1 844	1 836	1 841	1 811	1 769
	Women	676	666	663	679	725	759	797	804
	TOTAL	2 740	2 594	2 521	2 523	2 561	2 600	2 608	2 573
	%	24.7	25.7	26.3	26.9	28.3	29.2	30.6	31.3

a/ Data was extracted from the annual report of the Secretary-General entitled "Composition of the Secretariat", which will be before the Assembly at its current session.

A. Distribution of women by region of origin

6. In terms of region of origin, the proportion of women in posts subject to geographical distribution continues to be uneven. Women from the African, Middle Eastern and Eastern European regions remain below the overall 31 per cent. Table 3 gives the breakdown by region for the 12-month period ending June 1993 and that of a year earlier.

7. As of June 1993, no women from the following 76 Member States were in posts subject to geographical distribution: Afghanistan, Albania, Angola, Armenia, Azerbaijan, Bahrain, Bangladesh, Belarus, Bhutan, Bolivia, Bosnia and Herzegovina, Brunei Darussalam, Bulgaria, Cambodia, Cape Verde, Central African Republic, Chad, Comoros, Congo, Costa Rica, Cyprus, Democratic People's Republic of Korea, Djibouti, Dominica, El Salvador, Equatorial Guinea, Eritrea, Estonia, Gabon, Georgia, Grenada, Guinea-Bissau, Honduras, Kazakhstan, Kuwait, Kyrgyzstan, Lao People's Democratic Republic, Latvia, Liechtenstein, Lithuania, Macedonia, Maldives, Mali, Malta, Marshall Islands, Mauritania, Mauritius, Micronesia, Monaco, Mozambique, Myanmar, Namibia, Nepal, Panama, Papua New Guinea, Paraguay, Poland, Qatar, Republic of Moldova, Romania, Rwanda, Sao Tome and Principe, Samoa, San Marino, Seychelles, Slovakia, Slovenia, Solomon Islands, Sudan, Syrian Arab Republic, Tajikistan, Togo, Turkmenistan, Uzbekistan, Vanuatu, and Zambia. Of these, 27 had no staff members in posts subject to geographical distribution. However, it should be noted that of these 76, 23 are new Members of the United Nations.

8. The annex to the present report includes additional tables and figures that provide further details on staff in posts subject to geographical distribution by nationality, gender and level. The tables are reproduced from the report of the Secretary-General on the composition of the Secretariat, to be submitted to the Assembly at its current session.

Table 3

Professional staff in posts subject to geographical distribution, by region and gender

Region	30 June 1992				30 June 1993			
	Women	Men	Total	Percentage	Women	Men	Total	Percentage
Africa	73	362	435	16.8	74	360	424	17.5
Asia and Pacific	161	268	429	37.5	163	252	415	39.3
Eastern Europe	26	234	260	10.0	21	216	237	8.9
Western Europe	200	396	596	33.6	204	404	608	33.6
Latin America	77	146	223	34.5	78	144	222	36.1
Middle East	28	103	131	21.4	29	103	132	22.0
North America and the Caribbean	227	289	516	44.0	228	280	508	44.9
Others	5	13	18	27.8	7	20	27	25.9
Total	797	1 811	2 608	30.6	804	1 779	2 573	31.3

B. Promotion

9. During the reporting period, the promotion system changed from that of the Vacancy Management and Redeployment System in force from 1988 to 1992 to that involving a once a year grade by grade promotion review of eligible staff. In the near future, however, a new Placement and Promotion System will be introduced and will provide for a review of candidates as vacancies occur. Vacancies will be advertised widely and all interested staff encouraged to submit their applications. The system will allow for an ongoing more efficient and thorough review of staff - both women and men - and will permit managers to fill posts in a more timely fashion.

10. As indicated in paragraph 4 above, the results of the promotion review, which was completed in June 1993, significantly changes the historic picture of women who for the most part were hitherto clustered below the P-4 level. As table 4 shows, a significant number of women were promoted to the P-5 level. Out of 94 promotions from P-4 to P-5, 39 were women, or 42 per cent. Promotions to the P-4 and P-3 level are also significant. Once these promotions are implemented, a big step will have been taken towards shifting the glass ceiling for women from the present P-4 level to that of P-5. A critical mass of women at the P-5 level will be in place for eventual promotion to the D-1 level and above. Additionally, in July of 1993, the Senior Review Group, which was appointed in 1990 to review all promotions to the Director level, recommended the addition of two more women to the D-2 level, bringing the number of women at that level to 11.

11. Table 4 gives comparative data on promotions from P-2 through D-1 over the past decade. The first column shows aggregate promotions between 1982 and 1987 during which time grade by grade annual promotion reviews took place. Between

Table 4

Promotion of Professional staff occupying posts subject to geographical distribution
by gender and grade between 1982 to 1993

	1982-1987 a/				1988-1992 b/				1993 c/			
Levels	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
P-2 to P-3	282	277	559	49.6	63	53	116	45.7	53	59	112	52.7
P-3 to P-4	610	295	905	32.6	130	100	230	43.5	86	76	162	46.9
P-4 to P-5	435	131	566	23.1	135	62	197	31.5	55	39	94	41.5
P-5 to D-1	196	27	223	12.1	81	17	98	17.3	30	8	38	21.1
Total	1 523	730	2 253	32.4	409	232	641	36.1	224	182	406	44.8

a/ Aggregate of regular annual promotion review 1982-1987.

b/ Aggregate promotions under the Vacancy Management and Redeployment System 1988-1992.

c/ Annual Promotion Review 1993.

1988 and 1992 the Vacancy Management and Redeployment System was in place and aggregate promotions taking place under that system are shown in column 2. Column 3 shows the results of the 1992 promotion exercise.

C. Recruitment

12. During the 12-month period ending 30 June 1993, 44 of the 119 staff members appointed, or 37 per cent, were women. This percentage share is lower than that of last year. Comparable figures for the previous 12-month period were 50 women out of a total 128 staff recruited, or 39.1 per cent. The distribution by grade and gender covering recruitment between July 1992 and June 1993 is given in table 5 below. In this context, it should be noted that the necessary recruitment freeze while the restructuring of the Organization is in progress has not helped the situation vis-à-vis women. The recruitment figures cited constitute exceptions to the freeze, and as such are responses to emergencies. As table 5 shows, of the 119 staff appointed in 1993, only 44 were women. Clearly this trend even under "freeze conditions" will have to change. The figures do not take into account any planned or targeted recruitment strategy which is impossible under a recruitment freeze. Furthermore, the figures reflect the fact that the many mechanisms in place to ensure the search for qualified women candidates have played no part during emergency recruitment conditions.

Table 5

Recruitment for posts subject to geographic distribution

1 July 1992-30 June 1993

Levels	Women	Men	Total	Percentage
USG	3	4	7	42.9
ASG	1	1	2	50
D-2	0	4	4	0
D-1	1	7	8	12.5
P-5	1	13	14	7.6
P-4	6	11	17	35.3
P-3	7	11	18	38.8
P-2/P-1	25	24	49	51.0
Total	44	75	119	37.0

13. Table 6 gives a historic picture of recruitment over the past eight years. The table shows that, although the trend has been one of an increase in the numbers of women recruited over the past years, much remains to be done to improve the numerical numbers of women.

Table 6

Appointment of staff on posts subject to geographic distribution by gender and grade a/

LEVEL	GENDER	1986	1987	1988	1989	1990	1991	1992	1993
USG	Men	4	3	0	1	2	2	3	4
	Women	0	1	0	0	0	0	0	3
	Total	4	4	0	1	2	2	3	7
	%	0	25	0	0	0	0	0	42
ASG	Men	2	2	1	1	1	1	1	1
	Women	0	0	0	0	0	0	0	1
	Total	2	2	1	1	1	1	1	2
	%	0	0	0	0	0	0	0	50
D-2	Men	7	3	4	2	6	6	1	4
	Women	0	0	0	0	0	1	0	0
	Total	7	3	4	2	6	7	1	4
	%	0	0	0	0	0	14.2	0	0
D-1	Men	12	5	6	11	3	9	2	7
	Women	0	1	0	0	0	3	1	1
	Total	12	6	6	11	3	12	3	8
	%	0	16.7	0	0	0	25	33.3	12.5
P-5	Men	14	1	8	12	7	17	6	13
	Women	2	0	1	0	0	1	5	1
	Total	16	1	9	12	7	18	11	14
	%	12.5	0	11.1	0	0	5.6	45.5	7.6
P-4	Men	38	5	9	21	23	21	18	11
	Women	5	3	1	5	7	15	9	6
	Total	43	8	10	26	30	36	27	17
	%	11.6	37.5	10	19.2	23.3	41.7	33.3	35.3

LEVEL	GENDER	1986	1987	1988	1989	1990	1991	1992	1993
P-3	Men	51	6	4	27	41	32	16	11
	Women	15	4	3	11	15	14	11	7
	Total	66	10	7	38	56	46	27	18
	%	22.7	40	42.9	28.9	26.7	30.4	40.7	38.8
P-2/P-1	Men	26	10	15	22	57	25	31	24
	Women	12	5	14	20	41	23	24	25
	Total	38	15	29	42	98	48	55	49
	%	31.6	33.3	48.3	47.6	41.8	47.9	43.6	51.0
TOTAL	Men	154	35	47	98	139	113	78	75
	Women	34	14	19	36	63	57	50	44
	Total	188	49	66	134	202	170	128	119
	%	18.1	28.6	28.8	26.9	31.2	33.5	39.1	37.0

a/ Data was extracted from the annual report of the Secretary-General "Composition of the Secretariat".

III. DEVELOPMENTS DURING THE PERIOD JULY 1992 TO JUNE 1993

14. In October 1992, the Secretary-General accepted the recommendations contained in the sixth report of the Steering Committee for the Improvement of the Status of Women in the Secretariat and informed the staff (ST/SGB/252 of 20 October 1992) that he had accepted its recommendations on appointment and promotion procedures and directed that they be incorporated into administrative instructions, which in turn, would form an integral part of the appointment and promotion process. The measures on promotion and recruitment direct that in departments and offices with less than 35 per cent women and less than 25 per cent women at levels P-5 and above vacancies will be filled, when there are one or more female candidates whose qualifications match all the requirements for a vacant post, by one of these female candidates. With regard to recruitment, two exceptions apply. The first is when the post has been vacant for 12 months and despite the best efforts of all concerned it has not been possible to identify or secure a qualified woman, and the second, when the post is being filled through a competitive examination. Because of the recruitment freeze, it has not been possible to apply this procedure, since exceptions involve emergency or exceptional recruitment to fill an immediate need. Once the freeze is lifted, this policy will be fully applied to recruitment.

15. Administrative Instruction ST/AI/382 of 3 March 1993 includes the Steering Committee's recommendations made in its sixth report on appointment and promotion. In addition, the instruction stipulates that since the present gender distribution within the Secretariat does not provide a sufficient pool of women candidates who could be promoted to higher-level posts between now and 1995, qualified women presently in the service of the Organization under any

type of appointment, with a good performance record and at least one year's experience in the United Nations system including the United Nations programmes, will be regarded as internal candidates for available professional vacancies. Similar considerations will apply to qualified women serving with specialized agencies and subsidiary organs within the common system. This measure has not had wide application to date, since the restructuring exercise running contiguously with the recruitment freeze has limited the number of vacancies. However, the names of qualified staff from the programmes and the agencies have been added to the roster.

16. During October 1992, circulars on measures to prevent and investigate cases of sexual harassment were issued. These circulars included the Secretary-General's bulletin entitled "The Promotion of Equal Treatment of Men and Women in the Secretariat and Prevention of Sexual Harassment", an information circular entitled "Guidelines for Promoting Equal Treatment of Men and Women in the Secretariat" and an Administrative Instruction setting out procedures for dealing with sexual harassment. These circulars were distributed to all United Nations Secretariat staff as well as to the heads of the United Nations Children's Fund, the United Nations Population Fund, the United Nations Relief and Works Agency for Palestine Refugees in the Near East, the United Nations Development Programme, the United Nations University and the Office of the United Nations High Commissioner for Refugees. They formed part of the documentation of the recent session of the Consultative Committee on Administrative Questions and were thus shared with other organizations in the United Nations system.

17. In his November 1992 statement to the Fifth Committee of the General Assembly, the Secretary-General referred to the shortage of women in managerial posts and said that he intended to do all he could to bring the balance in policy-level positions as close to parity as possible by 1995. Since the Secretary-General's last report on the advancement of women, four senior women have been appointed, three at the Under-Secretary-General level and one at the Assistant Secretary-General level. One, as Under-Secretary-General for Administration and Management, is in a pivotal position to bring about gender equity in the Organization. Three out of four heads of offices in the Department of Administration and Management are women at the Director-level rank.

18. At the request of the Secretary-General, the Office of Human Resources Management of the Secretariat prepared a plan of action for 1993 and 1994 in the context of improving the status of women. Elements of this plan, which include several elements of prior plans, include succession planning, the wide use of advertising vacant posts in professional journals in order to attract qualified women to fill vacant posts, and increasing the number of posts available for successful candidates from competitive examinations. Since women do well in competitive examinations, and since virtually all entry level posts (P-1/P-2) are filled as a result of either the competitive examination for staff in the General Service and related categories to compete for posts in the Professional category or the national competitive examinations given in unrepresented or underrepresented countries, it is essential that there be as many posts as possible at this entry level in order to enable the Organization to take on as many able women and men as possible.

19. Supervisory training programmes for all staff with supervisory roles are in progress. This training includes the issue of gender sensitivity and the need to promote equality.

20. The 1995 Fourth World Conference on Women is now only two years away and despite progress in increasing the number of women at the decision-making levels, the targets mandated by the Assembly are not yet in sight. Intensified efforts on the part of the administration, programme managers as well as the cooperation of Member States are needed for the attainment of these goals.

21. Given the commitment of the Secretary-General and his recent appointments of women in pivotal positions, the Organization expects to come closer to the goals set by the General Assembly by the time the Conference convenes in Beijing in 1995.

ANNEX

Statistical tables*

TABLE D1

Women in posts subject to geographical distribution
as a percentage of all staff
as of 30 June 1989 through 30 June 1993
(by region of origin)

YEAR	1989	1990	1991	1992	1993
REGION					
Africa	2.06	2.50	2.78	2.80	2.88
Asia and the Pacific	5.27	5.46	5.65	6.17	6.33
Europe (Eastern)	0.79	0.94	1.00	1.00	0.82
Europe (Western)	7.06	7.65	7.46	7.67	7.93
Latin America	2.62	2.73	2.85	2.95	3.03
Middle East	0.87	0.94	1.04	1.07	1.13
North America and the Caribbean	8.01	7.88	8.23	8.70	8.86
Others	0.24	0.20	0.19	0.19	0.27
TOTAL	26.91	28.30	29.19	30.56	31.25
Increase (decrease) (Percentage points)	0.61	1.39	0.89	1.37	0.69

TOTAL STAFF: 2573 TOTAL WOMEN STAFF: 804

* The numbering of the tables and figures in this annex reflects that in the report of the Secretary-General on the composition of the Secretariat, to be submitted to the Assembly at its current session.

TABLE D2

Women in posts subject to geographical distribution
as of 30 June 1989 through 30 June 1993
as a percentage of women staff only
(by region of origin)

YEAR	1989	1990	1991	1992	1993
REGION					
Africa	7.66	8.83	9.49	9.16	9.20
Asia and the Pacific	19.59	19.31	19.37	20.20	20.27
Europe (Eastern)	2.94	3.31	3.42	3.26	2.61
Europe (Western)	26.22	27.03	25.56	25.09	25.37
Latin America	9.72	9.66	9.75	9.66	9.70
Middle East	3.24	3.31	3.56	3.51	3.61
North America and the Caribbean	29.75	27.86	28.19	28.48	28.36
Others	0.88	0.69	0.66	0.63	0.87
TOTAL	100.00	100.00	100.00	100.00	100.00
TOTAL WOMEN STAFF:	679	725	759	797	804

Figure 5
Women as Percentage of all Staff
By Region and Year
(June 1989 - June 1993)

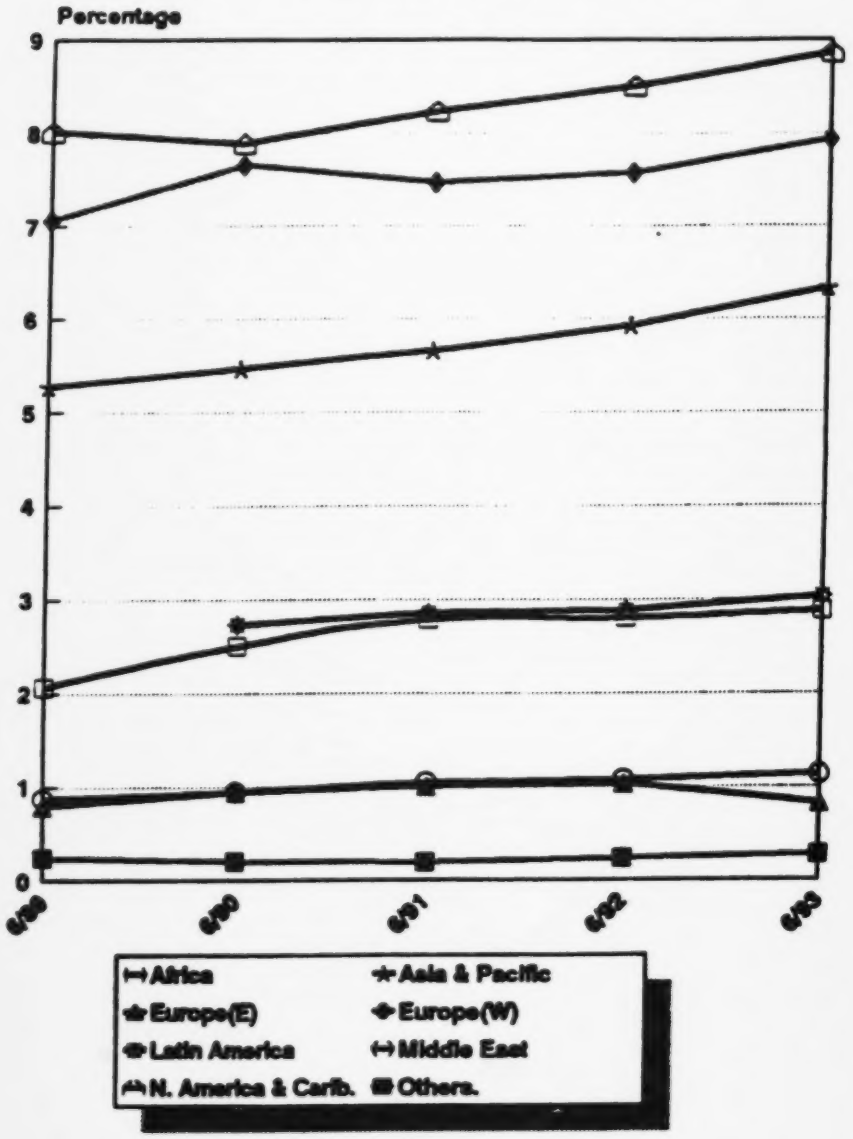


Figure 6
Women as Percentage of All Women Staff
By Region and Year
(June 1989 - June 1993)

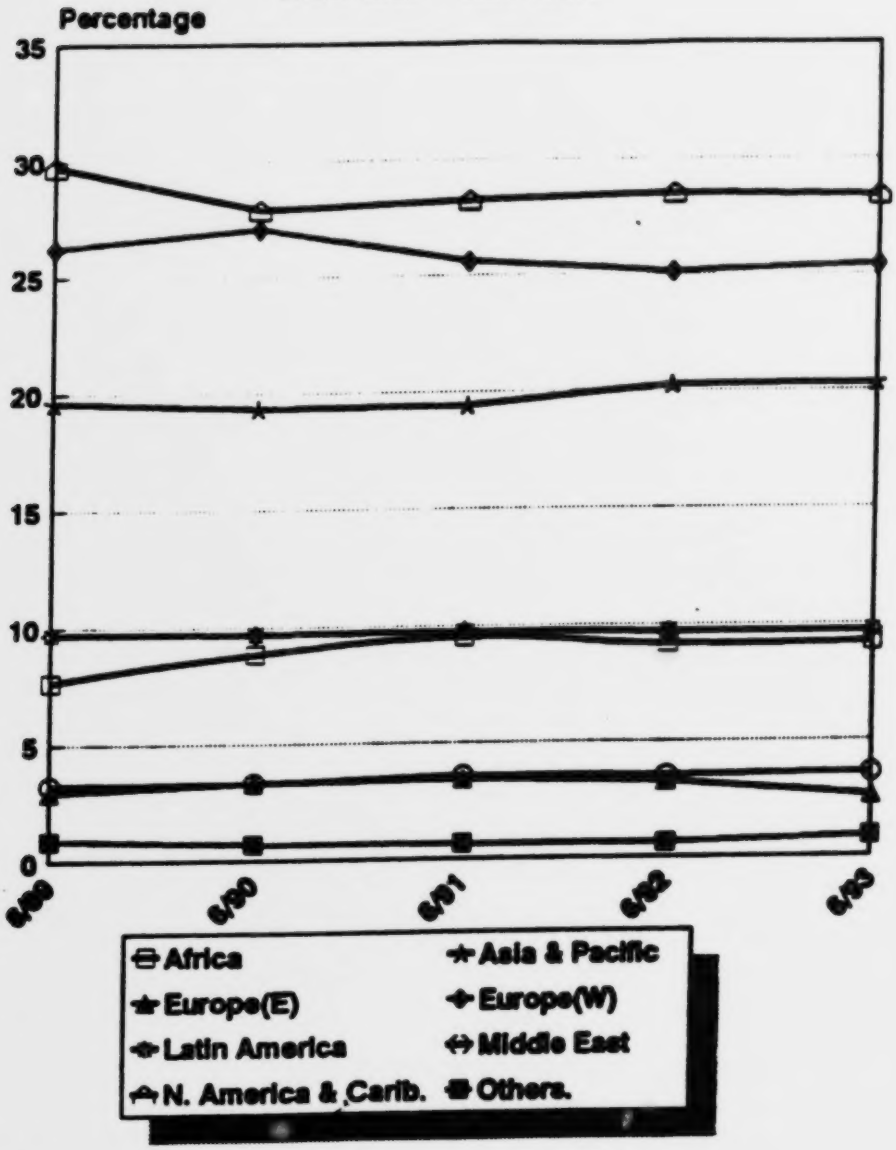
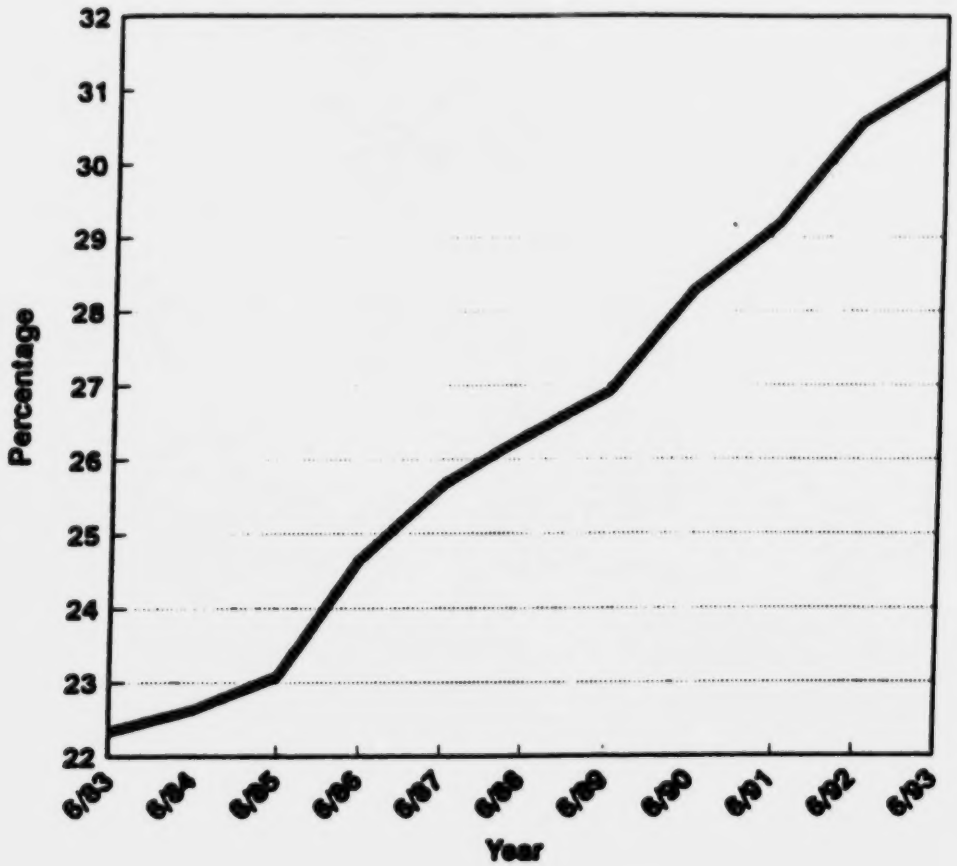


Table E

Number and percentage of women at each level in 1983 and 1993 in posts subject to geographical distribution and in posts with special language requirements

	Geographic Posts				Language Posts			
	1983		1993		1983		1993	
LEVEL	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage
USG	1	3.6	3	14.3	-	-	-	-
ASG	2	8.0	1	6.7	-	-	-	-
D-2	4	4.5	9	13.6	-	-	-	-
D-1	21	8.0	31	12.8	-	-	-	-
P-5	42	7.4	103	21.7	41	28.3	37	27.8
P-4	141	17.7	203	30.5	111	34.8	128	37.5
P-3	238	30.8	239	37.6	115	33.7	118	33.2
P-2	205	43.6	209	46.9	50	31.8	25	49.0
P-1	33	47.8	6	85.7	-	-	-	-
TOTAL	687	22.3	804	31.2	317	33.0	308	35.0

Figure 7
Representation of women in posts subject to geographical distribution: 1983 - 1993



A. REGIONAL TABLES

TABLE 1

TOTAL PROFESSIONAL AND HIGHER LEVEL STAFF OF THE SECRETARIAT

HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE

BY APPOINTMENT STATUS AND REGION

(AS AT 30 JUNE 1993)

APPOINTMENT STATUS / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/	424	415	237	608	222	132	508	27	2 573
LANGUAGE b/	127	131	146	237	80	40	108	13	880
MISSION c/	18	20	18	48	18	3	38	2	157
UNEP d/	66	47	18	75	23	9	27	3	267
INTERAGENCY e/	2	-	1	1	-	-	4	-	8
P.RESIDENT f/	-	-	-	-	1	-	-	-	1
PROJECTS g/	5	-	1	3	-	3	-	-	12
ON LEAVE h/	4	4	3	13	4	3	8	1	40
SECONDED i/	5	3	-	20	3	1	10	-	42
TOTAL	648	620	422	1 003	351	191	699	48	3 980

a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme, the United Nations Centre for Human Settlements or the United Nations Conference on Environment and Development.
e/ Staff specifically appointed after interagency consultation to posts financed on an interagency basis.
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY OFFICE AND REGION

(AS AT 30 JUNE 1993)

OFFICE / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/	181	247	140	294	108	51	342	5	1 388
ECE	2	3	30	45	2	2	9	1	94
ESCAP	2	81	8	19	1	2	16	-	129
ECLAC	-	5	3	28	72	3	28	-	135
ECA	148	8	5	10	3	1	9	1	181
ESCWA	9	3	1	1	-	37	10	3	64
UNCTAD b/	33	20	17	84	17	18	20	9	198
UNEP/UNCHS b/	14	10	3	21	4	7	15	1	75
UNOG c/	28	27	21	82	10	10	40	4	220
UNOV	11	13	9	46	7	1	21	3	111
TOTAL	424	415	237	608	222	132	508	27	2 573

a/ Including information centres.
b/ Including liaison offices at other duty stations.
c/ Including the Office of the United Nations Disaster Relief Co-ordinator, the Centre for Human Rights and the Conference of the Committee on Disarmament in Geneva.

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TABLE 3

STAFF BY REGION, LEVEL AND GENDER

(AS AT 30 JUNE 1983)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		4	1	2	1	11	2	47	8	78	20	103	24	73	18	31		1	74 17.5	350 82.5	424
ASIA AND THE PACIFIC		5		3	2	6	5	37	11	36	33	65	57	59	54	41	1		163 38.3	252 60.7	415
EUROPE (EASTERN)		1			1	6		19	1	21	8	66	8	75	5	29			21 8.9	218 91.1	237
EUROPE (WESTERN)		6		3	2	15	10	46	28	97	43	87	56	83	64	67	3		204 33.6	404 66.4	608
LATIN AMERICA		1		3		6	2	11	15	39	17	27	22	27	20	30	2		78 35.1	144 64.9	222
MIDDLE EAST		1		2		2	4	16	5	26	10	34	3	15	7	7			29 22.0	103 78.0	132
N. AMERICA & CARIBBEAN	3			1	3	11	7	34	36	67	69	78	71	61	39	28			228 44.9	280 55.1	508
OTHERS							1	1	1	8	3	4		3	2	4			7 25.9	20 74.1	27
SUBTOTAL a/	3 14.3	18 85.7	1 6.7	14 93.3	9 13.6	57 86.4	31 12.8	211 87.2	103 21.7	372 78.3	203 30.5	463 69.5	238 37.6	396 62.4	209 46.9	237 53.1	6 85.7	1 14.3	804 31.2	1769 68.8	2 573
TOTAL	21		15		66		242		475		666		636		446		7		2 573		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	2	15	10	43	11	43	1	2			24 18.9	103 81.1	127
ASIA AND THE PACIFIC	2	18	10	31	18	51	2	1			32 24.4	99 75.6	131
EUROPE (EASTERN)		14	1	40	4	86		2			5 3.4	141 96.6	146
EUROPE (WESTERN)	22	27	60	51	36	24	10	7			128 54.0	109 46.0	237
LATIN AMERICA	7	11	22	13	13	7		7			42 52.5	38 47.5	80
MIDDLE EAST	1	5	2	10	8	10	1	3			12 30.0	28 70.0	40
N. AMERICA & CARIBBEAN	3	8	19	22	26	15	11	4			59 55.7	47 44.3	106
OTHERS		2	4	3	2	2					6 46.2	7 53.8	13
SUBTOTAL a/	37 27.8	96 72.2	128 37.5	213 62.5	116 33.2	237 66.8	25 49.0	26 51.0	0.0	0.0	308 35.0	572 65.0	880
TOTAL	133		341		355		51		0		880		

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
GRAND TOTAL a/	3 14.3	18 85.7	1 6.7	14 93.3	9 13.6	57 86.4	31 12.8	211 87.2	140 23.0	486 77.0	331 32.9	676 67.1	367 36.1	633 63.9	234 47.1	263 52.9	6 85.7	1 14.3	112 32.2	2 341 67.8	3 453
	21		15		66		242		606		1 007		990		497		7		3 453		

a/ Percentages are given beneath each row and column total.

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B. NATIONALITY TABLES

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES													
Afghanistan	9	-	-	-	-	4	4	1	-	-	9	8.52	2-14
Albania	0	-	-	-	-	-	-	1	-	-	1	8.13	2-14
Algeria	18 (2)	1	-	2 (1)	4	6	5 (1)	-	-	-	18 (2)	8.93	4-14
Angola	1	-	-	-	-	-	1	-	-	-	1	8.31	2-14
Antigua and Barbuda	3 (3)	-	-	-	1 (1)	-	1 (1)	1 (1)	1 (1)	-	4 (4)	8.06	2-14
Argentina	27 (10)	-	-	1	5	7 (2)	5 (2)	4 (3)	4 (2)	-	26 (9)	15.19	10-20
Armenia	0	-	-	-	-	-	-	-	-	-	0	7.92	3-14
Australia	34 (15)	-	-	-	7 (1)	4 (2)	7 (3)	3 (2)	10 (6)	-	31 (14)	28.76	24-34
Austria	20 (8)	1	-	1	1 (1)	6 (1)	5 (3)	5 (2)	2 (2)	-	21 (9)	17.23	12-22
Azerbaijan	0	-	-	-	-	-	-	-	-	-	0	9.36	5-14
Bahamas	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	8.20	2-14
Bahrain	0	-	-	-	-	-	-	-	-	-	0	8.38	2-14
Bangladesh	15	-	-	-	1	6	4	1	1	-	13	9.01	4-14
Barbados	6 (4)	-	-	-	-	2 (1)	3 (2)	1 (1)	-	-	6 (4)	8.08	2-14
Belarus	13	-	-	-	-	1	4	5	3	-	13	13.28	8-18
Belgium	23 (8)	-	-	1	1	7 (1)	9 (3)	4 (2)	2	-	24 (8)	21.88	17-27
Belize	2 (2)	-	-	-	-	1 (1)	-	1 (1)	1	-	3 (2)	8.05	2-14
Benin	6 (1)	-	-	-	1	1	2	1	1 (1)	-	6 (1)	8.17	2-14
Bhutan	4	-	-	-	-	-	-	2	2	-	4	8.09	2-14
Bolivia	6	-	-	-	-	3	-	2	-	-	5	8.24	2-14
Bosnia Herzegovina	0	-	-	-	-	-	-	-	-	-	0	8.60	2-14
Botswana	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	8.08	2-14
Brazil	34 (12)	-	-	1	-	7 (3)	7 (3)	8 (2)	12 (5)	1 (1)	37 (14)	33.39	28-38
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	0	8.36	2-14
Bulgaria	8	-	-	-	2	1	1	4	-	-	8	8.05	3-14
Burkina Faso	7 (1)	-	-	-	1	2	2	1 (1)	1	-	7 (1)	8.28	2-14
Burundi	11 (2)	-	-	-	1	1	2	3 (1)	4 (1)	-	11 (2)	8.19	2-14
Cambodia	3	-	-	-	1	-	1	-	-	-	2	8.27	2-14
Cameroon	14 (3)	-	-	-	1	1	5	5 (1)	2 (2)	-	14 (3)	8.35	2-14
Canada	58 (15)	1 (1)	-	2	5 (1)	13 (1)	22 (3)	7 (5)	8 (6)	-	58 (17)	52.76	45-61

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Cape Verde	1	-	-	-	-	-	1	-	-	-	1	6.06	2-14
Central African Rep	5	-	-	-	-	-	1	-	3	-	4	6.13	2-14
Chad	3	-	-	-	-	1	1	1	-	-	3	6.20	2-14
Chile	28 (9)	-	-	3	3	5 (4)	3 (1)	3 (3)	9 (1)	1 (1)	27 (10)	7.43	3-14
China	42 (15)	1	-	2	7 (1)	8 (2)	13 (8)	12 (5)	-	-	43 (16)	48.79	40-54
Colombia	10 (1)	-	-	1	-	4	3	2 (1)	-	-	10 (1)	6.66	4-14
Comoros	2	-	-	-	-	-	-	2	-	-	2	6.06	2-14
Congo	6	-	-	-	-	1	3	1	-	-	5	6.11	2-14
Costa Rica	3	-	-	-	-	1	1	-	1	-	3	6.13	2-14
Cote d'Ivoire	12 (2)	-	-	-	-	-	4	6 (2)	2	-	12 (2)	6.52	2-14
Croatia	0 (0)	-	-	1 (1)	-	-	1 (1)	-	-	-	2 (2)	7.95	3-14
Cuba	11 (4)	-	-	-	-	-	4 (2)	1	5 (2)	-	10 (4)	7.51	3-14
Cyprus	5	-	1	-	3	1	-	-	-	-	5	6.22	2-14
Czech Republic	0 (0)	-	-	-	-	-	3 (1)	1	1	-	5 (1)	11.65	7-16
Dem Peo Rep Korea	0	-	-	-	-	-	-	-	-	-	0	7.20	2-14
Denmark	17 (5)	-	-	-	1	3 (1)	2 (1)	4 (1)	3 (1)	-	13 (4)	15.68	11-20
Djibouti	1	-	-	-	-	-	-	-	1	-	1	6.06	2-14
Dominica	1	-	-	-	-	1	-	-	-	-	1	6.05	2-14
Dominican Republic	6 (2)	-	-	-	-	-	4 (2)	2 (1)	1	-	7 (3)	6.38	2-14
Ecuador	4 (1)	-	-	-	-	2 (1)	-	1	1	-	4 (1)	6.61	2-14
Egypt	13 (2)	-	1	-	3 (1)	6 (1)	1	2	1	-	14 (2)	8.31	4-14
El Salvador	4	-	-	-	1	1	1	1	-	-	4	6.18	2-14
Equatorial Guinea	3	-	-	-	-	-	-	-	3	-	3	6.06	2-14
Eritrea	0	-	-	-	-	-	-	-	-	-	0	6.11	2-14
Estonia	0	-	-	-	-	-	-	-	-	-	0	6.98	2-14
Ethiopia	30 (7)	-	-	-	-	2	6	9 (3)	9 (3)	-	26 (6)	7.35	3-14
Fiji	6 (1)	-	-	-	2	2	-	1 (1)	-	-	5 (1)	6.07	2-14
Finland	11 (3)	-	-	1	-	2	3 (1)	4 (1)	-	-	10 (2)	14.49	10-19
France	111 (47)	1	1	4 (1)	12 (6)	24 (5)	23 (13)	31 (14)	17 (7)	-	113 (46)	96.42	82-111
Gabon	2	-	-	-	-	-	-	-	2	-	2	6.23	2-14
Gambia	6 (1)	-	-	-	2	2	3 (1)	-	-	-	7 (1)	6.07	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Georgia	0	-	-	-	-	-	-	-	-	-	0	9.18	4-14
Germany	125 (37)	1	-	3 (1)	11 (1)	26 (8)	25 (6)	38 (11)	23 (11)	-	128 (38)	140.51	119-162
Ghana	15 (1)	2	-	3	3	2	4 (1)	1	-	-	15 (1)	8.45	2-14
Greece	13 (5)	-	1	-	2	-	3 (2)	2 (1)	5 (3)	-	13 (6)	11.36	7-18
Grenada	3	-	-	-	1	-	-	1	1	-	3	8.06	2-14
Guatemala	7 (1)	1	-	-	-	2	1 (1)	2	1	-	7 (1)	8.44	2-14
Guinea	6 (1)	-	-	1	-	1	2	2 (1)	-	-	6 (1)	8.20	2-14
Guinea-Bissau	1	-	-	-	-	-	-	-	1	-	1	8.07	2-14
Guyana	16 (7)	-	-	1	3	4 (3)	5 (3)	3 (1)	-	-	16 (7)	8.07	2-14
Haiti	6 (4)	-	1	-	2 (1)	-	1 (1)	1 (1)	1 (1)	-	6 (4)	8.22	2-14
Honduras	2	-	-	-	-	-	-	2	1	-	3	8.18	2-14
Hungary	9 (3)	-	-	-	-	-	2 (1)	1	4 (1)	-	7 (2)	8.83	4-14
Iceland	9 (1)	-	-	-	-	2	1	-	4 (1)	-	7 (1)	8.38	2-14
India	42 (9)	2	-	2	1	3 (1)	8 (2)	18 (6)	10 (1)	-	42 (10)	33.05	28-38
Indonesia	6 (3)	-	-	-	3	1	-	-	2 (2)	-	6 (2)	13.02	8-18
Iran, Islamic Rep	20 (6)	-	1	1	4 (1)	3 (1)	5 (3)	5 (1)	-	-	19 (6)	18.75	14-24
Iraq	14 (2)	-	-	-	1 (1)	6 (1)	3	-	-	-	12 (2)	8.31	4-14
Ireland	13 (4)	-	-	1	2	4	1	4 (3)	3 (1)	-	15 (4)	8.66	4-14
Israel	15 (4)	-	-	-	1	1 (1)	2 (1)	3	8 (3)	-	15 (5)	9.44	5-14
Italy	55 (17)	1	1	1	4	8 (4)	15 (4)	18 (8)	19 (10)	-	66 (24)	71.04	60-82
Jamaica	18 (6)	-	-	2 (1)	1	2	-	8 (3)	5 (3)	-	18 (7)	8.11	2-14
Japan	89 (42)	1	1	2 (2)	4 (1)	5 (3)	19 (5)	28 (12)	29 (18)	-	88 (41)	193.87	166-223
Jordan	14 (1)	-	-	-	2	1	7	3	2 (1)	-	15 (1)	8.18	2-14
Kazakhstan	0	-	-	-	-	-	-	-	-	-	0	11.52	7-18
Kenya	14 (2)	-	-	-	2	3	5 (1)	1	1 (1)	-	12 (2)	8.72	2-14
Kuwait	0	-	-	-	-	-	-	-	-	-	0	9.66	5-14
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	0	8.90	2-14
Lao People's Dem Rep	1	-	-	-	-	-	1	-	-	-	1	8.18	2-14
Latvia	0	-	-	-	-	-	-	-	-	-	0	7.90	3-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Lebanon	20 (5)	-	-	1	2	5	6 (1)	4 (2)	2 (2)	-	20 (5)	8.12	2-14
Lesotho	7 (5)	-	-	-	-	-	3 (2)	3 (2)	1 (1)	-	7 (5)	8.10	2-14
Liberia	8 (3)	-	-	-	-	2	3 (2)	3 (1)	-	-	8 (3)	8.11	2-14
Libyan Arab Jamahiriya	7 (1)	-	-	-	1	2 (1)	2	1	-	-	6 (1)	9.59	5-14
Liechtenstein	0	-	-	-	-	-	-	-	-	-	0	8.06	2-14
Lithuania	0	-	-	-	-	-	-	-	-	-	0	8.22	3-14
Luxembourg	4 (1)	-	-	-	-	-	1	-	3 (1)	-	4 (1)	8.80	2-14
Madagascar	9 (1)	-	-	-	1	1	5	1 (1)	1	-	9 (1)	8.37	2-14
Malawi	9 (1)	-	-	-	1	4 (1)	2	3	-	-	10 (1)	8.27	2-14
Malaysia	15 (3)	-	1	-	2	5	3	4 (3)	-	-	15 (3)	8.13	3-14
Maldives	0	-	-	-	-	-	-	-	-	-	0	8.08	2-14
Mali	10	-	-	-	1	1	5	3	-	-	10	8.29	2-14
Malta	8 (1)	-	-	-	4	1	1	-	-	-	8 0	8.08	2-14
Marshall Islands	0	-	-	-	-	-	-	-	-	-	0	8.06	2-14
Mauritania	5	-	-	1	-	1	-	3	1	-	8	8.10	2-14
Mauritius	12	-	-	1	2	4	3	1	-	-	11	8.08	2-14
Mexico	28 (13)	-	-	-	1 (1)	8 (1)	4 (2)	7 (4)	8 (3)	-	24 (11)	21.19	18-28
Micronesia	0	-	-	-	-	-	-	-	-	-	0	8.06	2-14
Monaco	0	-	-	-	-	-	-	-	-	-	0	8.06	2-14
Mongolia	1 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	8.11	2-14
Morocco	11 (3)	-	-	-	2	3	2 (1)	4 (3)	-	-	11 (4)	7.00	2-14
Mozambique	1	-	-	-	-	-	1	-	-	-	1	8.42	2-14
Myanmar	6	-	-	-	-	-	4	2	-	-	6	7.13	2-14
Namibia	0	-	-	-	-	-	-	-	-	-	0	8.09	2-14
Nepal	12	-	-	-	2	1	3	2	-	-	8	8.58	2-14
Netherlands	32 (2)	-	-	-	1	10	8 (1)	8 (1)	13 (2)	-	38 (4)	28.55	24-33
New Zealand	11 (5)	-	-	-	3 (1)	2 (1)	3 (1)	-	4 (2)	-	12 (5)	9.55	5-14
Nicaragua	4 (2)	-	-	-	-	2 (1)	1	-	4 (4)	-	7 (5)	8.15	2-14
Niger	5 (2)	-	-	-	1 (1)	-	2 (1)	1	-	-	4 (2)	8.25	2-14
Nigeria	16 (1)	-	-	1	4	4	4	2 (1)	-	1	16 (1)	11.74	7-17

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Norway	13 (7)	-	-	-	-	-	-	1	12 (7)	-	13 (7)	14.17	9-19
Oman	2 (1)	-	-	-	1	1 (1)	-	-	-	-	2 (1)	6.39	2-14
Pakistan	14 (3)	1	1	1	2	1	4 (2)	2 (1)	1	-	13 (3)	9.66	5-14
Panama	3	-	-	-	-	1	1	-	1	-	3	6.28	2-14
Papua New Guinea	3	-	-	-	-	-	-	2	-	-	2	6.15	2-14
Paraguay	1	-	-	-	-	-	1	-	-	-	1	6.31	2-14
Peru	16 (8)	-	2	-	-	8 (1)	2 (1)	5 (3)	2 (1)	-	17 (8)	7.35	3-14
Philippines	68 (39)	-	-	-	2 (1)	5 (1)	20 (9)	22 (15)	21 (14)	1 (1)	71 (41)	8.53	4-14
Poland	15 (1)	-	-	1	-	1	8	2	1	-	13 0	13.83	9-19
Portugal	3 (2)	-	-	-	-	2 (1)	1 (1)	1	1	-	5 (2)	9.12	4-14
Qatar	1	-	-	-	-	-	-	-	1	-	1	6.86	2-14
Republic of Korea	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	17.23	12-22
Republic of Moldova	0	-	-	-	-	-	-	-	-	-	0	6.24	3-14
Romania	5	-	-	1	1	-	1	-	2	-	5	9.00	4-14
Russian Federation	157 (14)	1	-	3	11	18 (1)	48 (4)	55 (4)	13 (4)	-	145 (13)	109.23	93-128
Rwanda	3 (0)	-	-	-	-	-	-	4 (1)	-	-	4 (1)	6.24	2-14
Saint Kitts & Nevis	1 (1)	-	-	-	-	-	-	-	2 (2)	-	2 (2)	6.06	2-14
Saint Lucia	4 (2)	-	-	-	-	-	1	1 (1)	2 (1)	-	4 (2)	6.06	2-14
Saint Vincent & the Grenadines	2 (1)	-	-	-	-	-	-	1	2 (1)	-	3 (1)	6.06	2-14
Samoa	2	-	-	-	-	-	-	2	-	-	2	6.06	2-14
San Marino	0	-	-	-	-	-	-	-	-	-	0	6.06	2-14
Sao Tome & Principe	0	-	-	-	-	-	-	-	-	-	0	6.06	2-14
Saudi Arabia	4 (4)	-	-	-	1 (1)	1 (1)	1 (1)	-	1 (1)	-	4 (4)	20.55	16-25
Senegal	16 (6)	-	1	-	1	3 (1)	2 (1)	5	3 (3)	-	15 (5)	6.24	2-14
Seychelles	2	-	-	-	-	-	-	2	-	-	2	6.06	2-14
Sierra Leone	15 (4)	1	-	-	2	5 (1)	6 (3)	1	-	-	15 (4)	6.16	2-14
Singapore	13 (7)	-	-	-	1	2 (1)	4 (3)	4 (3)	-	-	11 (7)	7.75	3-14
Slovakia	0	-	-	-	-	-	-	-	2	-	2	8.70	4-14
Slovenia	0	-	-	-	-	1	-	-	-	-	1	7.29	2-14
Solomon Islands	0	-	-	-	-	-	-	-	-	-	0	6.06	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Somalia	10 (2)	-	-	-	1	3	4 (2)	1	-	-	9 (2)	6.28	2-14
South Africa	11 (3)	-	-	-	-	2 (1)	2 (1)	3	4 (1)	-	11 (3)	12.98	8-18
Spain	28 (12)	-	-	1	4	1 (1)	7 (2)	8 (3)	7 (6)	-	28 (12)	38.27	31-42
Sri Lanka	10 (2)	-	-	1	3	-	-	2 (1)	3 (1)	-	9 (2)	6.48	2-14
Sudan	9	-	-	-	1	1	4	1	1	-	8	6.71	2-14
Suriname	3 (2)	-	-	-	-	-	1	1 (1)	1 (1)	-	3 (2)	6.06	2-14
Swaziland	4 (2)	-	-	-	-	-	-	4 (2)	-	-	4 (2)	6.07	2-14
Sweden	24 (7)	1	-	2	1 (1)	9 (1)	5	5 (5)	1	-	24 (7)	22.80	18-27
Syrian Arab Republic	6	1	-	-	1	4	3	-	-	-	9	6.82	2-14
Tajikistan	0	-	-	-	-	-	-	-	-	-	0	6.78	2-14
Thailand	27 (15)	-	-	-	1	2	3	9 (7)	13 (8)	-	28 (15)	8.97	4-14
The F Y R Macedonia	0	-	-	-	-	-	-	-	-	-	0	6.10	2-14
Togo	4	-	-	-	1	1	1	1	1	-	5	6.14	2-14
Trinidad and Tobago	16 (6)	-	-	-	2	1 (1)	5 (2)	7 (3)	3 (2)	-	18 (8)	6.67	2-14
Tunisia	19 (1)	-	-	2	2	9 (1)	2	1	1	-	17 (1)	6.55	2-14
Turkey	11 (3)	-	-	-	2 (1)	1	7 (2)	1	-	-	11 (3)	11.37	7-18
Turkmenistan	0	-	-	-	-	-	-	-	-	-	0	6.88	2-14
Uganda	15 (4)	-	-	-	3	4 (1)	3	2 (1)	2 (2)	-	14 (4)	6.51	2-14
Ukraine	25 (3)	-	-	1	2	1	5	12 (2)	3	-	24 (2)	34.98	30-40
United Arab Emirates	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	9.08	4-14
United Kingdom a/	89 (35)	1	-	2	12 (1)	18 (3)	22 (8)	9 (8)	18 (12)	3 (3)	83 (31)	81.88	70-94
United Rep Tanzania	19 (5)	-	1 (1)	1	4	1	8 (2)	3 (2)	1 (1)	-	19 (8)	6.74	2-14
United States of America	387 (179)	2 (2)	1	9 (2)	28 (5)	79 (29)	109 (57)	101 (55)	42 (23)	-	371 (173)	383.47	328-441
Uruguay	12 (3)	-	-	-	-	8 (1)	1	3 (1)	-	-	10 (2)	6.57	2-14
Uzbekistan	0	-	-	-	-	-	-	-	-	-	0	10.13	5-15
Vanuatu	0	-	-	-	-	-	-	-	-	-	0	6.05	2-14
Venezuela	10 (7)	-	-	-	1	1 (1)	3 (2)	3 (2)	-	-	8 (5)	13.68	9-18
Viet Nam	3 (1)	-	-	-	-	-	1	1	1 (1)	-	3 (1)	7.77	3-14
Yemen	9 (1)	-	-	-	2	1	5 (1)	1	-	-	9 (1)	8.33	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Yugoslavia	14 (3)	-	-	-	3	1	2 (1)	-	5	-	11 (1)	8.49	4-14
Zaire	15 (2)	-	-	-	1	3	7 (1)	3	1 (1)	-	15 (2)	7.04	2-14
Zambia	9	-	-	-	1	2	3	3	-	-	9	6.28	2-14
Zimbabwe	8 (1)	-	-	-	1	1	1	3 (1)	-	-	6 (1)	6.31	2-14
SUBTOTAL	435 (790)	21 (3)	15 (1)	66 (9)	240 (30)	466 (102)	859 (200)	632 (239)	440 (207)	7 (6)	2 546 (797)	359.47	306-413
OTHERS													
Former Czechoslovakia b/	14 (2)	-	-	-	-	1	2 (1)	1	4	-	8 (1)		
Palestine	0	-	-	-	-	-	-	-	-	-	0		
Stateless	5 (0)	-	-	-	-	2	1	1	1 (1)	-	5 (1)		
Switzerland	13 (5)	-	-	-	2 (1)	6 (1)	4 (2)	1	1 (1)	-	14 (5)		
SUBTOTAL	32 (7)	-	-	-	2 (1)	9 (1)	7 (3)	3	6 (2)	-	27 (7)		
TOTAL	2 908 (797)	21 (3)	15 (1)	66 (9)	242 (31)	475 (103)	866 (203)	635 (239)	446 (209)	7 (6)	2 573 (804)		

a/ Includes ten staff members from the Territory of Hong Kong.
b/ Pending determination of nationality (Czech Rep or Slovakia).

TABLE 4A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

REGION	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
AFRICA	435 (73)	4	3 (1)	12 (1)	49 (2)	86 (8)	123 (20)	97 (24)	49 (18)	1	424 (74)	359.47	306-413
ASIA AND THE PACIFIC	429 (161)	5	3	8 (2)	42 (5)	47 (11)	98 (33)	116 (57)	95 (54)	1 (1)	415 (163)	514.70	437-592
EUROPE (EASTERN)	248 (24)	1	-	7 (1)	19	22 (1)	73 (8)	81 (6)	34 (5)	-	237 (21)	354.27	301-407
EUROPE (WESTERN)	598 (200)	6	3	17 (2)	58 (10)	123 (28)	130 (43)	139 (58)	131 (64)	3 (3)	608 (204)	621.51	528-715
LATIN AMERICA	223 (77)	1	3	8	13 (2)	54 (15)	44 (17)	49 (22)	50 (20)	2 (2)	222 (78)	196.20	167-225
MIDDLE EAST	131 (28)	1	2	2	20 (4)	31 (5)	44 (10)	18 (3)	14 (7)	-	132 (29)	144.88	123-166
N. AMERICA & CARIBBEAN	518 (227)	3 (3)	1	14 (3)	41 (7)	103 (38)	147 (69)	132 (71)	67 (39)	-	508 (228)	509.85	433-586
OTHERS	32 (7)	-	-	-	2 (1)	9 (1)	7 (3)	3	8 (2)	-	27 (7)		
TOTAL	2 608 (797)	21 (3)	15 (1)	68 (9)	242 (31)	475 (103)	666 (203)	635 (239)	448 (209)	7 (6)	2 573 (804)		

TABLE 8

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
MEMBER STATES							
Algeria	3	-	1	2	-	-	3
Antigua and Barbuda	1 (1)	-	-	-	-	-	0 (0)
Argentina	24 (13)	6 (3)	12 (7)	6 (3)	3	-	27 (13)
Australia	1 (1)	-	1 (1)	-	-	-	1 (1)
Austria	2 (1)	-	2 (1)	1	-	-	3 (1)
Belarus	6	-	2	4	-	-	6
Belgium	12 (5)	2	4 (3)	6 (1)	2 (2)	-	14 (6)
Benin	1	-	-	1	-	-	1
Bolivia	1 (1)	-	1 (1)	-	-	-	1 (1)
Bulgaria	2 (1)	-	1	-	-	-	1 (0)
Canada	12 (5)	-	3 (1)	7 (3)	2 (1)	-	12 (5)
Chile	16 (8)	4 (1)	8 (5)	2 (2)	2	-	16 (8)
China	131 (31)	18 (2)	39 (9)	68 (18)	3 (2)	-	128 (31)
Colombia	7 (6)	2 (1)	2 (2)	3 (3)	-	-	7 (6)
Costa Rica	1	-	-	1	-	-	1
Cote d'Ivoire	1	-	-	1	-	-	1
Cuba	4 (1)	-	3 (1)	-	1	-	4 (1)
Ecuador	2 (1)	-	2 (1)	-	-	-	2 (1)
Egypt	87 (22)	16 (2)	40 (9)	31 (10)	2 (1)	-	89 (22)
France	115 (74)	23 (14)	48 (30)	34 (28)	7 (3)	-	112 (75)
Germany	4 (2)	2 (1)	1 (1)	-	-	-	3 (2)
Ghana	2	-	1	1	-	-	2
Guatemala	1 (1)	-	-	1 (1)	-	-	1 (1)
Guyana	3 (2)	-	-	3 (2)	-	-	3 (2)
Iraq	1	-	1	-	-	-	1
Ireland	1	-	-	1	1 (1)	-	2 (1)
Israel	3 (1)	-	1	1	-	-	2 (0)
Italy	2 (1)	-	1	1 (1)	-	-	2 (1)

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
MEMBER STATES (CONTINUED)							
Jamaica	3 (3)	-	1 (1)	2 (2)	-	-	3 (3)
Jordan	6 (1)	3	-	1 (1)	1	-	5 (1)
Lebanon	7 (3)	1	1 (1)	5 (3)	2 (1)	-	9 (5)
Madagascar	1 (1)	-	-	1 (1)	-	-	1 (1)
Malaysia	1	-	1	-	-	-	1
Mali	1	-	-	1	-	-	1
Mexico	5 (3)	2	2 (2)	1 (1)	-	-	5 (3)
Morocco	2	-	-	2	1	-	3
Netherlands	2 (1)	-	-	1	1 (1)	-	2 (1)
New Zealand	1	-	-	1	-	-	1
Panama	1	-	-	1	-	-	1
Paraguay	1 (1)	1 (1)	-	-	-	-	1 (1)
Peru	8 (5)	1	3 (2)	4 (2)	-	-	8 (4)
Russian Federation	135 (5)	14	38 (1)	79 (4)	2	-	133 (5)
Senegal	6	-	2	4	-	-	6
Spain	25 (6)	6 (1)	13 (3)	7 (4)	4 (1)	-	30 (9)
Sudan	6	1	2	3	-	-	6
Syrian Arab Republic	22 (6)	2 (1)	9 (1)	10 (4)	1	-	22 (6)
Trinidad and Tobago	2 (1)	1	-	1 (1)	-	-	2 (1)
Tunisia	14 (2)	-	7 (1)	6	-	-	13 (1)
Ukraine	6	-	-	6	-	-	6
United Kingdom	70 (31)	16 (6)	42 (22)	9 (2)	2 (2)	-	69 (32)
United States of America	88 (50)	8 (3)	37 (17)	28 (18)	13 (10)	-	86 (48)
Uruguay	6 (3)	2 (1)	2 (1)	1 (1)	1	-	6 (3)
Yemen	1	-	-	1	-	-	1
Zimbabwe	0	-	-	1	-	-	1
SUBTOTAL	867 (300)	131 (37)	334 (124)	351 (118)	51 (25)	-	867 (302)
OTHERS							
Palestine	2	-	-	2	-	-	2
Stateless	1	-	1	-	-	-	1

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
OTHERS (CONTINUED)							
Switzerland	10 (6)	2	6 (4)	2 (2)	-	-	10 (6)
SUBTOTAL	13 (6)	2	7 (4)	4 (2)	-	-	13 (6)
TOTAL	880 (308)	133 (37)	341 (128)	355 (118)	51 (25)	-	880 (308)

TABLE 6A

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

REGION	NUMBER OF STAFF 30/06/92	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
AFRICA	124 (25)	17 (2)	53 (10)	54 (11)	3 (1)	-	127 (24)
ASIA AND THE PACIFIC	134 (32)	18 (2)	41 (10)	69 (18)	3 (2)	-	131 (32)
EUROPE (EASTERN)	149 (6)	14	41 (1)	89 (4)	2	-	146 (5)
EUROPE (WESTERN)	233 (121)	49 (22)	111 (80)	60 (36)	17 (10)	-	237 (128)
LATIN AMERICA	78 (43)	18 (7)	35 (22)	20 (13)	7	-	80 (42)
MIDDLE EAST	40 (11)	6 (1)	12 (2)	18 (8)	4 (1)	-	40 (12)
N. AMERICA & CARIBBEAN	109 (62)	9 (3)	41 (19)	41 (28)	15 (11)	-	106 (59)
OTHERS	13 (6)	2	7 (4)	4 (2)	-	-	13 (6)
TOTAL	880 (308)	133 (37)	341 (128)	355 (118)	51 (25)	-	880 (308)

TABLE 7

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
MEMBER STATES											
Afghanistan	1	-	-	-	-	-	1	-	-	-	1
Argentina	1										0
Australia	2	-	1	-	-	1	1	-	-	-	3
Austria	1										0
Bangladesh	1	-	-	1	-	-	-	-	-	-	1
Belgium	0	-	-	-	-	-	1	-	-	-	1
Benin	0	-	-	-	-	-	1	-	-	-	1
Bolivia	0	-	-	-	-	-	-	1	-	-	1
Brazil	0 (0)	-	1	-	-	-	-	1 (1)	-	-	2 (1)
Bulgaria	1	-	-	-	-	-	3	-	-	-	3
Burkina Faso	0	-	-	-	-	-	1	-	-	-	1
Burundi	0	-	-	-	-	-	1	-	-	-	1
Canada	2 (0)	-	-	-	-	1 (1)	4 (1)	3 (2)	2	-	10 (4)
Chile	0 (0)	-	-	-	-	1	-	2 (2)	2	-	5 (2)
China	0 (0)	-	-	-	-	-	1 (1)	-	-	-	1 (1)
Colombia	0 (0)	-	-	-	-	1 (1)	-	-	-	-	1 (1)
Cyprus	1	-	-	-	1	-	-	-	-	-	1
Denmark	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
El Salvador	0	-	-	-	-	-	-	1	-	-	1
Ethiopia	2	-	-	-	-	-	1	1	-	-	2
Fiji	0	-	-	-	-	-	-	1	-	-	1
Finland	1										0
France	2 (0)	-	-	1	1	1	2	4 (2)	-	-	9 (2)
Germany	0 (0)	-	-	-	-	1	1 (1)	2 (2)	-	-	4 (3)
Ghana	0	-	1	-	-	-	4	-	-	-	5
Grenada	1	1	-	-	-	-	-	-	-	-	1
Iceland	0	-	-	-	-	-	1	-	-	-	1
India	1	-	-	-	-	1	-	-	-	-	1
Indonesia	0	-	-	-	-	-	-	-	1	-	1
Ireland	1 (0)	-	1	-	-	-	1	1 (1)	1	-	4 (1)
Italy	0 (0)	-	-	-	-	1	-	1	4 (1)	-	6 (1)
Jamaica	0 (0)	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Japan	1	-	-	-	1	1	1	-	-	-	3

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
MEMBER STATES (CONTINUED)											
Kazakhstan	0	-	-	-	-	-	1	-	-	-	1
Malaysia	0	-	-	-	-	-	1	-	-	-	1
Myanmar	0	-	-	-	-	-	-	-	2	-	2
Nepal	0	-	1	-	-	-	1	-	-	-	2
Netherlands	1 (0)	-	-	1	-	-	-	-	-	1 (1)	2 (1)
Nigeria	1										0
Norway	0	-	1	-	-	-	-	-	-	-	1
Pakistan	1	1	-	-	-	-	-	-	-	-	1
Paraguay	0	-	-	-	-	1	-	-	-	-	1
Peru	1	-	-	-	-	-	-	2	1	-	3
Poland	4	-	1	-	-	-	3	-	-	-	4
Russian Federation	0	-	-	-	-	1	3	-	1	-	5
Sao Tome & Principe	0	-	-	-	-	-	-	1	-	-	1
Sierra Leone	0	-	-	-	-	-	1	-	-	-	1
Spain	3 (0)	-	-	1	-	1	1	-	2	1 (1)	8 (1)
Sri Lanka	1	-	-	-	-	2	-	1	-	-	3
Sudan	0	-	-	-	-	-	1	-	-	-	1
Sweden	3	-	1	-	1	-	-	-	-	-	2
Tunisia	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Turkey	1	-	1	-	-	-	-	-	-	-	1
United Kingdom	1 (0)	-	-	-	-	1	1	1 (1)	5 (3)	1	9 (4)
United States of America	4 (1)	-	-	1	1	2	7 (5)	8 (2)	8 (2)	1	24 (9)
Uruguay	1 (0)	-	-	3	-	-	-	1 (1)	-	-	4 (1)
Yugoslavia	0	-	-	-	-	-	1	1	1	-	3
Zambia	0	-	-	-	-	1	-	-	-	-	1
Zimbabwe	1	-	-	1	-	-	-	-	-	-	1
SUBTOTAL	42 (1)	2	9	9	5	18 (2)	48 (8)	32 (15)	30 (8)	4 (2)	155 (35)
OTHERS											
Switzerland	0	-	-	-	-	-	-	1	-	1	2
SUBTOTAL	0	-	-	-	-	-	-	1	-	1	2
TOTAL	42 (1)	2	9	9	5	18 (2)	48 (8)	33 (15)	30 (8)	5 (2)	157 (35)

TABLE 7A

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

REGION	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
AFRICA	4 (0)	-	1	1	-	1	10	2	1 (1)	-	16 (1)
ASIA AND THE PACIFIC	7 (0)	1	2	1	1	5	5 (1)	2	3	-	20 (1)
EUROPE (EASTERN)	5	-	1	-	-	1	11	1	2	-	16
EUROPE (WESTERN)	13 (0)	-	3	3	2	5	8 (1)	9 (8)	13 (5)	3 (2)	46 (14)
LATIN AMERICA	3 (0)	-	1	3	-	3 (1)	-	8 (4)	3	-	18 (5)
MIDDLE EAST	3	-	1	-	1	-	1	-	-	-	3
N. AMERICA & CARIBBEAN	7 (1)	1	-	1	1	3 (1)	11 (6)	10 (5)	8 (2)	1	38 (14)
OTHERS	0	-	-	-	-	-	-	1	-	1	2
TOTAL	42 (1)	2	9	9	5	18 (2)	48 (8)	33 (15)	30 (8)	5 (2)	157 (35)

C OTHER TABLES

TABLE 9

WOMEN STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS

(AS AT 31 DECEMBER 1992)

ORGANISATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF WOMEN STAFF
UNITED NATIONS	1	12	31	149	381	414	253	43	1 284	4 002	31.8
UNDP	2	7	13	73	90	123	144	44	496	1 473	33.7
UNICEF	1	1	6	28	53	44	32	5	170	395	43.0
UNHCR	1	0	2	15	33	29	70	22	172	509	33.8
UNITAR	0	0	0	0	1	0	2	0	3	12	25.0
UNRWA	0	0	2	1	3	8	8	0	22	141	15.6
ITC	0	0	0	1	6	5	4	0	16	66	24.2
ICSC	0	0	1	0	3	0	3	0	7	19	36.8
UNU	0	0	0	0	0	1	2	0	3	23	13.0
ICJ	0	0	0	0	1	0	4	0	5	17	29.4
ILO a/	1	2	7	16	72	73	20	0	191	752	25.4
FAO	0	1	3	25	65	90	69	2	255	1 383	18.4
UNESCO	1	1	9	31	60	85	68	10	265	917	28.9
WHO	0	4	9	68	81	80	28	6	276	1 112	24.8
PAHO	0	0	1	8	13	20	11	8	61	187	32.6
IBRD/IFC b/	-	-	-	-	-	-	-	-	1 215	4 515	26.9
IMF b/	-	-	-	-	-	-	-	-	331	938	35.4
ICAO	0	0	0	6	13	19	22	0	60	310	19.4
UPU	0	0	0	0	4	10	0	0	14	83	16.9
ITU	0	0	1	2	13	16	6	1	39	280	13.9
WMO	0	1	0	2	14	11	0	0	28	138	20.6
IMO	0	0	1	1	13	7	5	0	27	106	25.5
WIPO	0	0	1	2	12	10	5	1	31	139	22.3
IFAD	0	0	1	5	4	12	4	0	26	116	22.4
UNIDO	0	1	0	9	37	31	16	0	94	399	23.6
IAEA	0	0	3	11	20	45	20	0	99	699	14.2
ICITO/GATT	0	0	0	10	19	18	6	0	53	168	31.5
TOTAL	7	30	91	483	991	1 151	802	142	5 223	18 895	27.6

a/ Includes figures of women staff for the International Centre for Advanced Technical and Vocational Training, Turin.

b/ Only the total figures of women staff are given for IBRD/IFC and IMF as their grades differ from those of staff of the organisations applying the United Nations common system of salaries and allowances.

* National Officers are included in the total.